

Ohio Superintendent Leadership Institute: Addressing the Challenges of Executive Educators Statewide



CLIENT Buckeye Association of School Administrators (BASA)

LOCATION Columbus, OH

SIZE 1,500+ school business officials

INDUSTRY Education

CLIENT PROFILE AND CHALLENGE

As the designated leader of the school district, a superintendent plays a pivotal role in [student achievement](#) outcomes by fostering a conducive environment for learning and teaching. However, superintendent turnover, already high before the [Covid-19 pandemic](#), has continued to rise, posing a challenge to student achievement.

Educational leaders participating in leadership development programs can [stem this turnover](#) by increasing their psychological well-being and decreasing their isolation. According to Lynn Fick-Cooper, Chief Equity & Societal Impact Officer at the Center for Creative Leadership, “All of the critical work happening in schools is happening between people. Certainly, you need to invest in technical resources, but your investment will be fully realized when you pair it with how people can work more effectively together and give them the tools to build that capacity. If you want a valuable return on technical investments, you need leadership development, too.”

PARTICIPANTS SAY

“This is the best PD [professional development] opportunity of my entire career.”

— Billy Smith, Superintendent, Fairfield City School District

“You will learn more about yourself and what is important to you. In addition, the network of colleagues you develop will benefit you your entire career.”

— Michael Broadwater, Superintendent, Loveland City School District

“It is unlike any other leadership course, PD, etc., that you have ever done! It is a privilege to be a part of this group, and it will make you a better leader and person.”

— Cindy Endsley, Superintendent, Old Fort Local Schools

SOLUTION

The Buckeye Association of School Administrators (BASA) sought a partner to design, develop, and deliver a comprehensive leadership development institute for superintendents across Ohio. The goal was to equip these educational leaders with innovative and effective leadership strategies that would result in continuous improvement in the state's school districts. CCL was chosen as this partner and the Ohio Superintendent Leadership Institute (OSLI) was born.

OSLI provides a comprehensive assessment-focused leadership development program for Ohio superintendents. This cohort-based 8-day program, spread over a school year, enhances the leadership skills and knowledge for in-service superintendents, and fosters leadership networks across the state. The design includes opportunities for leaders to:

- Gain insights to their own leadership through assessments and engaging activities
- Develop the leadership capacity of their team members and districts
- Create an innovation mindset and learn resilience techniques
- Focus on the systemic complexities of leading school districts

Dave Axner, the Executive Director of BASA and OSLI participant, says, "As superintendents, the more proficient we become at leading the adults in our education programs, regardless of the district's size, the more significant the impact we can make on our staff's performance. This is the key to achieving success in education. This is exactly the opportunity and guidance that CCL and the Ohio Superintendent Leadership Institute provide us with."

RESULTS

CCL has facilitated over 35 cohorts of superintendents through this innovative program, positively impacting more than 1,000 superintendents in Ohio. Program evaluation data clearly demonstrates the success of this approach, showing that it:

- Fostered substantial growth in superintendents' social networks
- Significantly improved superintendents' psychological wellbeing
- Enhanced their confidence in fulfilling their role responsibilities

“ Being a participant in OSLI was an exceptional experience. Over the years the word has gone out on OSLI and CCL and that word is tremendous...the program is always part of the discussions, and we are immensely proud of it. We want to keep this partnership.”

— Dave Axner, Executive Director of BASA and OSLI Participant

BY THE NUMBERS

A deeper dive into data from the most recent cohort (n=30)

100% Would recommend OSLI to colleagues and peers

100% Agreed that the lessons learned in the institute were relevant to the challenges they face as a leader

100% Felt that OSLI deepened their understanding of system and organizational dynamics and increased their leadership capacity to a great or very great extent

100% Felt that they could apply what they learned in OSLI to improve their impact in their districts to a great or very great extent

712% Increase in the collaborative relationships across the cohort

